
Environmental Management Human Capital Initiatives

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EM's Strategic Human Capital Framework

- ❖ With full engagement of the EM Human Capital Steering Committee and Human Capital Working Group, we developed and implemented strategies in three key areas (“pillars”) – talent acquisition, leadership succession planning and performance competence
- ❖ The goal is to ensure that we have a strong talent pool with a roadmap to leadership and an environment that drives performance and results



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EM's Strategic Human Capital Efforts

- ❖ EM has brought greater focus to its human capital strategies over the past year
- ❖ The three pillars – talent acquisition, leadership succession planning, and performance competence - serve as the major drivers for EM-wide action and results and are aligned to DOE and EM's mission
- ❖ The Work Force Planning tool that was launched in 2008 provides data that directs EM's human capital strategy

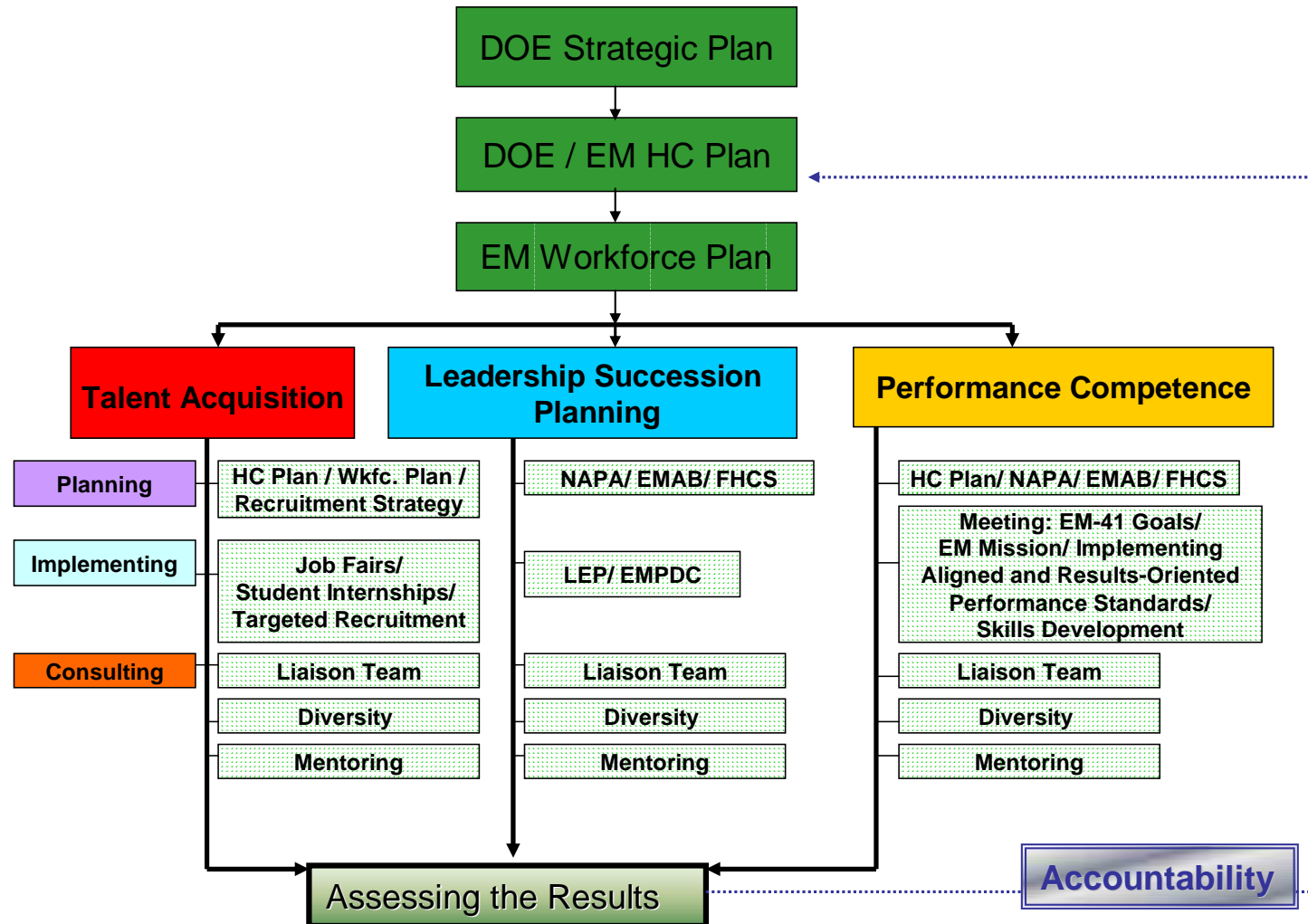


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EM's Strategic Human Capital Framework



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EM's Human Capital Plan Efforts

❖ TALENT ACQUISITION

- Based on data from Workforce Planning System
- Implementing recruitment strategy with job fairs, targeted recruitment and student internships

❖ LEADERSHIP SUCCESSION PLANNING

- Based on data from Workforce Planning System
- Implementing strategy for leadership growth and enhancement – Leadership Excellence Program (LEP) and EM Professional Development Corps (EMPDC)

❖ PERFORMANCE COMPETENCE

- Continue to implement results-oriented performance standards
- Providing skill development to achieve high performing workforce
- Diversity is woven in all our actions



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EM's Approach to Talent Acquisition: Reaching out to Future Workforce of Technical Experts & Leaders

- ❖ Attracting Generation Y to EM
- ❖ Tripled the size of the EMPDC to nearly 60
- ❖ Expanding our role as an employer of students
- ❖ Leveraging university grant programs
- ❖ Increasing the number of veterans in our workforce
- ❖ Increasing opportunities for transfer of knowledge
- ❖ Emerging as a model organization in DOE for recruitment

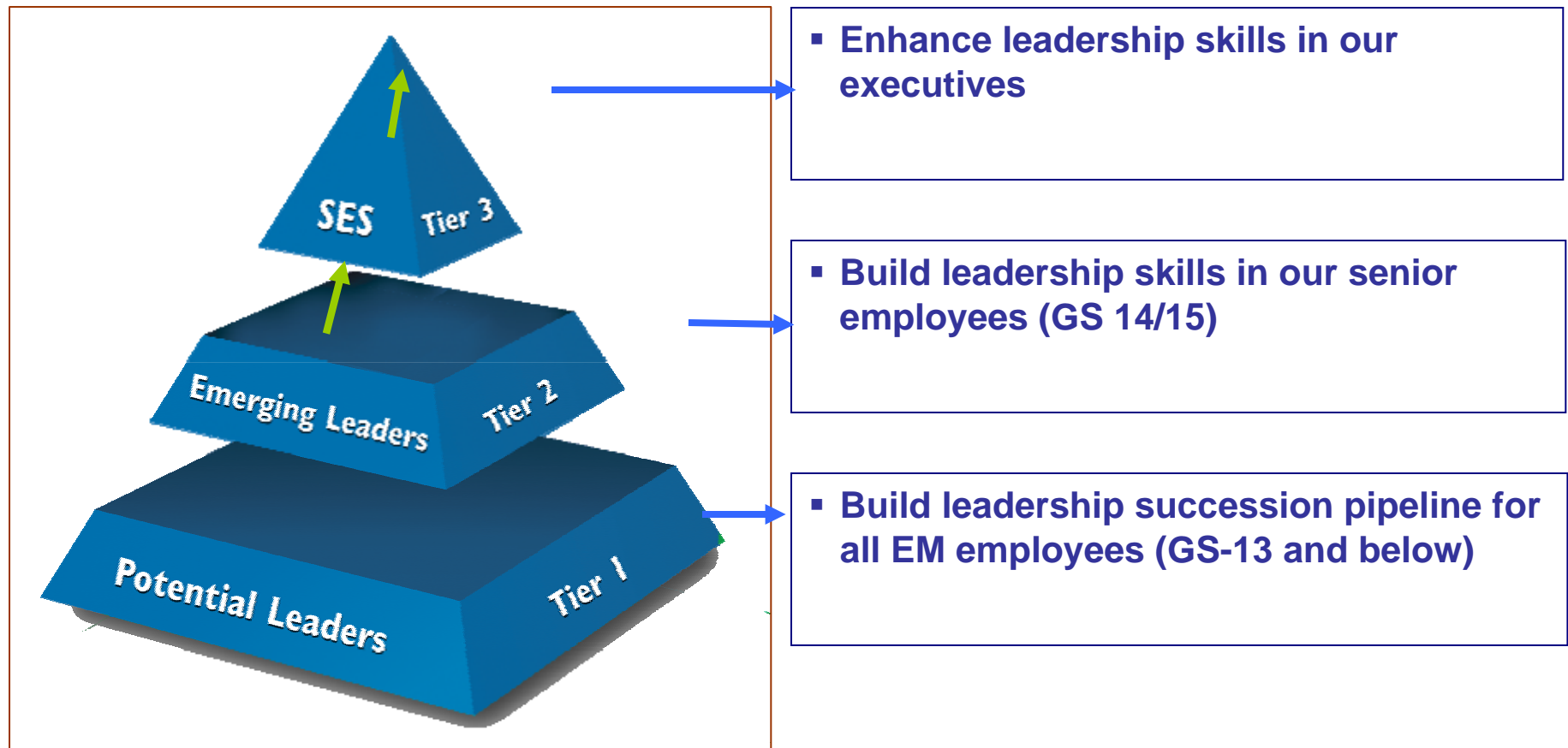


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EM's Three Tier Approach to Leadership Succession



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EM's Approach to Performance Competence

- ❖ Align performance standards and measures with EM mission and goals
- ❖ Assess skill and competency gaps of EM workforce to meet EM mission and goals
- ❖ Address skill gaps through developmental activities and recruitment strategies



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Workforce Planning System and Competency Management

- ❖ EM's Workforce Planning System and competency management are the driver and integrator, respectively, to the three pillars – talent acquisition, leadership succession planning, and performance competence
- ❖ As part of EM's overall Strategic Human Capital Planning Process, EM Human Capital implemented a Workforce Planning model in 2008 with EM-wide data on current workforce by occupational series and by products and services for each EM office
- ❖ The model provides managers with current and future workforce profiles and helps them with their planning efforts in recruiting and succession strategies
- ❖ The next phase of the system will:
 - Look at the competencies needed to do EM's work
 - Ultimately assist our managers with hiring and training projections/needs
 - Assist EM in building technical strength



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Summary

❖ DOE-EM will:

- Employ a variety of tools to attract, acquire, develop, and retain a highly qualified and motivated workforce
- Address any skill gaps that may arise from attrition in an aging workforce
- Ensure our projects are managed by skilled, competent, and dedicated leaders and staff - with a rigorous certification program for project managers



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